



REPLIGEN CORPORATION

CODE OF BUSINESS CONDUCT AND ETHICS

April 2021

A MESSAGE FROM OUR CEO

At Repligen, we are proud to have built a reputation as a trusted provider of innovative bioprocessing solutions. Our growth has been strong, driven externally by the pace of development and commercialization in the biopharmaceutical industry, and internally by clear and consistent execution on our strategic goals. Our success is supported by four pillars of responsibility that reflect our company culture: Principles, People, Product and Planet.

We take seriously our commitment - to each other as employees, to our customers, business partners and stakeholders, and in our broader circle to the environment and to society at large.

We are proud to play an important role on a global basis, “inspiring advances in bioprocessing” through innovation, but it is how we act and operate in our day-to-day work that most directly influences our long-term success. We are pleased to share this Code of Business Conduct and Ethics that we live by at Repligen, as a day-to-day resource for our employees, and as a framework for ethics and compliance that mirrors Repligen’s principles.

Compliance, safety and proper governance of our company is not the job of a few – it is everyone’s job at Repligen. When a situation does not feel right, it is important to speak up, knowing that any concern raised will be treated seriously, confidentially and without fear of retribution. Our Code of Business Conduct and Ethics provides multiple channels – direct and anonymous - for reporting concerns of improper conduct.

To each employee of Repligen, I want to emphasize that the weight of our larger responsibility as a company begins more simply with respect for each other and doing the fair and right thing as individuals. With this mindset, the sum of the team that is Repligen will continue to be capable of so much more than each of our parts.

I thank you for upholding the principles outlined in this Code of Business Conduct and Ethics as you engage at work here at Repligen. While you may not all have a chance to meet, know that we are relying on one another to be our best and act our best – for the company, our customers and stakeholders, and for the environment and communities in which we operate.

Tony Hunt

President and Chief Executive Officer

INTRODUCTION & EXPECTATIONS

Who We Are

Repligen Corporation and its affiliates (collectively, “Repligen” or “the Company” or “we”) is committed to achieving the highest standards of professionalism and ethical conduct in its operations and expects its employees to conduct their business according to these standards, and to comply with all applicable laws. We further hold ourselves to the highest standards of **trustworthiness**, **respectfulness**, **responsibility**, **fairness** and **corporate citizenship** (“Core Principles”). We believe that these principles are critical to our long-term success.

This Code of Business Conduct and Ethics (the “Code”) reflects who we are as a company and is a guide to how we approach and do business. It is intended to help us apply our principles, values, policies and the law to make the best and right decisions for our customers, the communities in which we operate, and our Company.

This Code may be unilaterally amended from time to time by the Company.

CORE PRINCIPLES

TRUSTWORTHINESS

We will act with honesty, integrity, and reliability, safeguarding the public’s confidence in our Company.

RESPECTFULNESS

We will treat all employees, customers and business partners with respect and dignity.

RESPONSIBILITY

We accept individual responsibility and accountability, in partnership with the Company, for our actions in conducting business in an ethical and honorable way.

FAIRNESS

We will be fair and equitable in all of our dealings.

CORPORATE CITIZENSHIP

We recognize the role business plays in the structure of society and are committed to our social responsibilities that extend beyond legal requirements.

Scope of Code and How to Use

This Code applies to all employees of Repligen and Repligen affiliated companies and subsidiaries, as well as to its Board of Directors. We also expect anyone acting on behalf of Repligen to conduct themselves in a manner consistent with our Code, the law and other policies. This includes our suppliers, manufacturers, distributors, vendors, service providers, permitted subcontractors, dealers, contract partners, sales representatives, brokers, advisers and their staff, agents and representatives.

The Code is not only a resource of the policies, laws and regulations that apply to you, but a guide when facing ethically difficult decisions. The Company operates in an increasingly complex business environment, making it impossible for the Code to capture every difficult situation you may face. The Company's directors and employees generally have other legal and contractual obligations to the Company. This Code is not intended to reduce or limit the other obligations you may have to the Company. Instead, this Code should be viewed as imposing the minimum standards the Company expects from its directors and employees in the conduct of the Company's business.

Employee Responsibilities

Each of us is responsible for:

- Making sure we understand the Code and Company policies and seeking help in understanding our obligations when we need it;
- Acting in a professional and ethical manner;
- Using good judgment and common sense in our decision making;
- Timely completion of required employee training on the Code and other Company policies;
- Speaking up when we see a violation or a potential violation of a law, regulation the Code or Repligen policies; and
- Fully and honestly cooperating in any investigation of alleged violation of the Code or Repligen policies.

Additional Responsibilities for People Managers

Leaders and people managers have the following additional responsibilities:

- Leading by example by modeling high standards of ethical business behavior; in other words, modeling the highest standard of trustworthiness, respectfulness, responsibility, fairness and good corporate citizenry;
- Encouraging that ethics and compliance be in the forefront of all decision making;
- Creating an environment of open and honest communication where employees feel comfortable raising concerns without a fear of retaliation;
- Taking prompt action when ethical issues are brought to your attention, and coordinating with the Chief Compliance Officer, Legal Department, Human Resources, or other appropriate resource to initiate an independent investigation; and
- Serving as a resource for others to understand the importance of a strong ethics and compliance culture and how this Code applies to their daily work.

Making the Right Decision / Ask Yourself

It is not always easy to make the right decision and there will be times when you will be under pressure and unsure what to do. When faced with these dilemmas, consider all the resources referenced in this Code available to help, including our policies, your manager(s), the Chief Compliance Officer, Human Resources, the Legal Department and the Compliance Hotline. Further, the following questions may be helpful in your decision-making:

- Does the action or decision reflect Repligen's Core Principles?
- Does it feel right? Do you have doubts on whether it is the right decision?

- Would you be willing to assume full responsibility for the decision?
- Can you clearly articulate the rationale for your decision?
- Is it in the best interests of our customers, community and Company?
- Would you be confident about your decision if it were to be made public?

Reporting Process, Resources, and Penalties

You must report any ethics and compliance concerns or any suspected or potential violation of the Code or of any federal or state laws governing the Company immediately to your manager(s), the Chief Compliance Officer, Human Resources or the Legal Department.

If you would prefer for any reason, including that you do not feel you can discuss the matter with internal resources, or you have reported a violation that you do not believe has been dealt with it properly, you may *anonymously* register your concern by our phone and internet-based Compliance Hotline listed below. These avenues are independently managed by a company called NAVEX Global.

Compliance Hotline Access by Phone:

- US Based employees: Dial **844-945-0213**
- International employees: First dial codes required for dialing to the United States, then dial **844-945-0213**

Compliance Hotline Access by Internet:

- All employees: Follow directions at <https://iwf.tnwgrc.com/repligen>

Reports of suspected or potential violations will be investigated. An employee violation of our Code can result in discipline up to and including termination. Third-party violations of our Code can impact Repligen's relationship with that party including termination of the relationship.

No Retaliation

Repligen prohibits retaliation of any kind against anyone who in good faith asks questions, raises concerns of a violation of the Code, Company policies or the law, or participates in an investigation of a violation. Any individual who is found to have engaged in retaliation against another for any of the foregoing actions may be subject to discipline, including, but not limited to, immediate termination of such individual's relationship with the Company. This non-retaliation policy is actively supported by Repligen's Board of Directors and senior management and is strictly enforced. If you believe you have been subjected to such retaliation, please promptly report the situation to the Chief Compliance Officer, the Legal Department or to the Human Resources Department.

Q&A

Q: I believe my manager is aware of a violation of policies within our department, but he or she is not doing anything about it. I'm concerned about retaliation if I report it. How am I protected?

A: Report the policy violation via the Compliance Hotline. If you feel you are experiencing retaliation after the report is made, you should report the retaliation to the Chief Compliance Officer, the Legal Department or to the Human Resources Department. Repligen's non-retaliation policy is actively supported by our senior management and is strictly enforced. Reports of retaliation will be thoroughly investigated and, if they are true, retaliators will face discipline up to and including termination.

Waiver

No waiver of any provision of the Code for the benefit of any of the Company's directors or executive officers (which includes, without limitation, the Company's principal executive officer, principal financial officer, principal accounting officer or controller or persons performing similar functions) shall be effective unless pre-approved by the Repligen Board of Directors in writing. Any other waiver of any provision of this Code shall be effective only if pre-approved in writing by Repligen's Board of Directors, Chief Executive Officer, General Counsel or Chief Compliance Officer. All waivers, along with reasons for the waivers, will be promptly disclosed to investors to the extent required by law or the NASDAQ stock exchange.

TRUSTWORTHINESS

We will act with honesty, integrity, and reliability, safeguarding the public's confidence in our Company

Record Keeping and Financial Reporting

The Company strives to maintain the highest standards to ensure that all business records and financial reports are accurate, complete, understandable, and contain no false or misleading information. The Company is committed to complying with applicable laws requiring the fair and timely disclosure of material information and ensuring the accuracy of publicly disseminated information. In carrying out this commitment, Repligen maintains internal controls and procedures designed to provide reasonable assurance of achieving the following objectives:

- efficacy and efficiency of operations;
- safeguarding and proper management of the Company's assets;
- reliability of financial reporting that is in compliance with generally accepted accounting principles in the United States; and
- compliance with applicable laws and regulations, including, without limitation, the Company's responsibility to maintain disclosure controls and procedures intended to ensure that financial and non-financial information is collected, analyzed, and timely reported in full compliance with applicable law.

Compliance with these controls and procedures is of paramount importance. If anyone in the Company believes that the Company's books or records are not being maintained, or that its financial condition or results of operations are not being disclosed, in accordance with these controls and procedures, that person should immediately report the matter using the Compliance Hotline or to the Chief Compliance Officer, Legal Department or Human Resources Department.

Gifts & Entertainment

In many cultures, exchanging modest gifts are an integral part of doing business and can strengthen working relationships with business partners. Gifts means anything of value, including entertainment, such as invitations to dinners and sporting events. Providing or accepting gifts as a *quid pro quo*, which is something in exchange for something else, is inappropriate and may be illegal. Employees must avoid even the perception of making a business decision based on such gifts. Further, you may never give a gift to a Government Official ("Government Officials" includes any government agency and government employee, including, but not limited to, elected Federal, state, and local officials holding a public office; candidate for public office; or employee of government-owned or government-controlled companies, public international organizations, or political parties). If you have any questions relating to whether a gift is appropriate or not, please contact the Chief Compliance Officer for guidance.

Q&A

Q: Upon closing a critical deal, I received a gift from the business partner that I believe was excessive. What should I do?

A: Report it to your manager, the Chief Compliance Officer or the Legal Department as soon as possible, as the gift may need to be returned, accompanied by a letter of explanation to the donating party.

Political & Charitable Contributions

Individuals have the right to participate in the political process and to support charitable causes, including making personal political and charitable contributions, on their own time and expense. However, directors, officers and employees may not represent personal views as being those of the Company.

Further, directors, officers and employees may not use Repligen resources, funds or assets to support any political candidate or party or charitable cause unless expressly permitted by law and authorized by the Chief Executive Officer. The Company will not reimburse or subsidize any director, officer or employee in any way for political participation.

Government Interactions

Repligen understands that doing business with government agencies and Government Officials brings unique sensitivities. Repligen will always comply with all applicable government procurement and interaction laws and regulations as they apply to our business around the world.

RESPECTFULNESS

We will treat all employees, customers and business partners with respect and dignity.

Diversity, Equity and Inclusion

At Repligen, diversity, equity and inclusion are at the core of who we are and the principles we espouse. We strive to create and sustain a culture of diversity, equity and inclusion which allows employees to bring their authentic self to work. This means proactively building teams with varied identities, differences and perspectives, ensuring fair treatment and equality of opportunity to all, and building a culture where everyone's voice, background and experience is valued.

Each of us should value the input of others, exhibit empathy and be committed to continuously improving on our culture of diversity, equity and inclusion.

Q&A

Q: One of my co-workers makes jokes and derogatory comments about certain nationalities. They make me uncomfortable, but no one else has spoken up about them. What should I do?

A: Immediately notify your manager, the Human Resources Department, the Chief Compliance Officer or the Legal Department. Such jokes and comments are inconsistent with our core principles and violate our policies. Not acting on such violations can give a sense of condoning discrimination.

Harassment-Free Workplace

We are committed to treating each other with respect and dignity. Every employee has the right to work in an environment free from bullying, intimidation, harassment and abuse. No employee shall be threatened or subjected to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

Help each other by speaking out when a co-worker's conduct makes others uncomfortable. Report all incidents of bullying, harassment, intimidation or abuse.

Personal Privacy / Company Rights

We are committed to respecting and protecting the privacy of our employees, customers and business partners. We will handle all personal data with care and protect all information entrusted to us.

Subject to applicable law, the Company has the right to inspect employees' personal possessions and property, personal vehicles parked on Company property and work areas. This includes lockers, desks, file cabinets, workstations, computers, personal mail sent to the Company, and voice mail and e-mail on the Company's servers. Such searches may be conducted any time, without advance notice.

Confidentiality

Each of us must maintain the confidentiality of sensitive business, technical, or other information entrusted to us by the Company, its customers, or business partners. Confidential information includes all non- public information regarding the Company, its customers, or business partners.

If the Company's confidential information were wrongfully disseminated, it could cause substantial harm to the Company's business and competitive position. Every employee is responsible for safeguarding confidential information in their care and protecting it from misuse. Employees should adhere to the following guidelines with respect to the Company's confidential information:

- Exercise caution when discussing confidential information in public places, such as restaurants and elevators, where you can be overheard;
- Use password protection on computer files (and do not share this password with any other person, including other employees);
- Properly secure confidential information when traveling; and
- Disclose confidential information only to colleagues who need to know such information in order to perform their jobs.

Q&A

Q: A former co-worker has gone to work for a competitor, and I suspect they are sharing Repligen confidential information. What should I do?

A: If you have good reason to believe anyone is misusing Repligen's intellectual property or confidential information, report your concerns to the Legal Department or the Chief Compliance Officer immediately.

Q: I lost my company-issued laptop that contains sensitive Repligen business information. Who do I report this to?

A: Immediately notify your manager, the IT Help Desk, the Legal Department or the Chief Compliance Officer.

RESPONSIBILITY

We accept individual responsibility and accountability, in partnership with the Company, for our actions in conducting business in an ethical and honorable way.

Internet Use & Social Media

Repligen understands that occasional personal use of internet during work hours is sometimes necessary and allows this, within reason. Employees can ask for clarification from their managers if in doubt. However, the Company does not allow internet use to support a personal business, political venture or to opine on the Company or its customers.

Repligen further recognizes that the internet provides unique opportunities to participate in interactive discussions and share information on particular topics using a wide variety of social media, such as Facebook, LinkedIn, Twitter, Instagram, TikTok, SnapChat, Pinterest, Tumblr, blogs, and wikis. However, employees' use of social media can pose risks to Repligen's confidential and proprietary information, reputation and brands, can expose the Company to discrimination and harassment claims, and can jeopardize the Company's compliance with business rules and laws. Due to these risks, when using social media:

- Use good judgment when making posts;
- Do not give the appearance of speaking or acting on behalf of the Company unless you have been given permission;
- Respect and comply with the terms of use of all sites you visit;
- Do not opine on the Company or its customers; and
- Do not disclose Repligen's confidential or proprietary information.

Protection and Proper Use of Company Assets

Each of us is entrusted with the care of Company assets and we should protect them and strive to ensure their efficient use. Company assets include physical property, facilities, equipment, inventory and supplies, confidential information (customer lists, strategic initiatives, etc.), intellectual property (inventions, trade secrets, patents and patent applications, trademarks, trade names and copyrights), financial resources, files, documents, information systems and data. Theft, carelessness and waste of the Company assets may have a direct impact on the Company's profitability. Each employee is asked to cooperate in helping the Company protect against the improper disclosure, theft, or misuse of its intellectual and physical property. Unauthorized or improper disclosure, theft, or misuse of any Company property, including the Company's intellectual property, can result in disciplinary measures, up to and including termination.

Company assets should be used for the Company's legitimate business purposes. Employees are advised that the content of the Company's electronic communication infrastructure (e-mail, voicemail, Internet access) is not private and can be accessed and monitored at any time by the Company without notice.

External Communication on Behalf of Company

In order to provide clear and accurate information to the public and to satisfy certain legal requirements, only designated Company spokespersons can speak on behalf of the Company. Please refer to Repligen's Insider Trading Policy for further details on designated Company spokespersons.

Please ensure you:

- Refer any calls or media requests to Repligen's CEO, Chief Financial Officer or Head of Investor Relations;
- Do not give the impression that you are speaking on behalf of Repligen, unless expressly authorized to do so; and
- Obtain approval from your manager before making public speeches, writing articles for professional journals or engaging in other public communications when you are speaking on behalf of Repligen.

Global Trade

Repligen is a global company and responsible for complying with trade regulations, including export and import controls. Violations of these laws jeopardize our ability to service our customers and subject Repligen to substantial risk of fines and penalties.

Trade regulations are complex. Employees should consult with the Legal Department or Global Trade Compliance Department as early as possible to assist with working through trade compliance concerns.

Significant trade regulations that must be followed include US imposed sanctions and trade limits on countries, anti-boycotting provisions that prevent Repligen from supporting foreign boycotts the US does not sanction, requiring export licenses for certain products and technologies, the accurate classification of imported goods to determine owed duties, and anti-money laundering laws.

Cybersecurity

The Company expects its employees to help it safeguard all computer equipment and data against intentional malicious acts by individuals inside or outside the company. Please make sure you:

- Timely complete all cybersecurity training to remain current on Repligen's cybersecurity policies;
- Never share or allow someone else to use your username and passwords; and
- Do not open suspicious links in emails.

Health and Safety

We are committed to providing each employee with a safe, healthy and sanitary work environment. Every manager is responsible for the safety of every employee working under their direction or supervision, and for the safe utilization of any physical assets entrusted to their care. Every manager must ensure that standard safety protocols are maintained and observed in the workplace.

In addition, each employee has responsibility for maintaining a safe and healthy workplace for their own safety and wellbeing, as well as for the safety and wellbeing of all employees, by following safety and health rules and practices. These rules and practices include reporting any and all accidents regardless of magnitude, work-related injuries and potentially unsafe equipment, practices or working conditions to their supervisors.

Drugs & Alcohol

Repligen employees may not possess, use or unlawfully sell drugs on Repligen property or perform their work under the influence of alcohol or the unlawful use of drugs. Repligen may require employees to take drug and/or alcohol tests to ensure a drug and alcohol-free workplace.

Repligen may authorize the consumption of alcoholic beverages at Company-sponsored or business-related social events. Employees should exercise good judgment at such events. Impairment from alcohol at Company-sponsored or business-related events is prohibited.

Q&A

Q: One of my colleagues is retiring so we took her to lunch, and I had a glass of wine to celebrate before returning to the office. Is this ok?

A: No. Repligen employees may not perform their work under the influence of alcohol. It impairs good judgment and presents a potential safety risk in the workplace.

Firearms or other Weapons

Unless permitted by law, firearms, other weapons, and hazardous materials are prohibited on Repligen property, parking lots, and alternate work locations maintained by Repligen and at Company-sponsored events.

FAIRNESS

We will be fair and equitable in all of our dealings.

Fair Competition and Antitrust

Repligen believes in free and fair competition. We sell our products and services based on quality, reliability, performance and price, and never seek unfair competitive advantage through illegal or unethical means.

Do not share the following with competitors: confidential information, including but not limited to pricing, sales, supply costs, contract terms with any customer, supplier or vendor, or bids, quotes, or pricing proposals.

Do not communicate with customers or distributors concerning the following: whether Repligen would refuse to deal with a competitor, customer or distributor, or prices Repligen charges a customer's competitor.

Generally, the following business practices are illegal. Please contact the Legal Department in case of any activity in these categories:

- **Bundling**: Requiring customers to buy one product as a condition of their ability to buy a different product, or discounting a product conditioned on the purchase, or commitment to purchase, a bundle of products;
- **Collusion**: When competitors secretly communicate and agree how they will compete or not compete with each other;
- **Predatory Pricing**: The act of setting prices low in the short-term in an attempt to eliminate competition and raising prices once competition has been eliminated.

Fair competition laws are often complex. Work closely with the Legal Department if you have any concerns around the standards that govern your behavior.

Q&A

Q: A friend who works for a competitor is asking to compare the price lists of our companies. Is this ok?

A: No. Pricing information is proprietary to Repligen and sharing it could be perceived as price fixing.

Fair Dealings

Each director, officer, and employee should act fairly, honestly, and in good faith in any dealings on behalf of the Company with any of its customers, suppliers, competitors, employees, and all others. No one should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice. Similarly, no one should plagiarize or otherwise misappropriate or inappropriately interfere with a third party's research activities.

Bribery & Facilitation Payments

It is prohibited to engage in corruption or offer or accept any bribes or facilitation payments, or other unlawful incentives.

- Bribery means offering, giving, receiving or soliciting anything of value (e.g., money, credit, gifts, etc.) to influence the actions of someone in government or business in order to obtain a business, financial or commercial advantage.
- Facilitation payment is a small bribe made to a Government Official typically made with the intention of expediting an administrative process.
- Bribery and facilitation payments are forms of corruption.

These actions are not only unethical, they are illegal. We hold ourselves and our business partners to the highest ethical standards and accountable to comply with all applicable anti-corruption laws and regulations of the countries in which we and they operate, including the U.S. Foreign Corrupt Practices Act, the UK Anti-Bribery Act, the OECD Anti-Bribery Convention, and all international anti-corruption conventions.

Equal Opportunity

Repligen prohibits discrimination against any worker in its hiring and employment practices on the basis race, ethnicity, physical characteristic, sexual orientation, gender, gender identity, marital status, maternity or parental status, union membership, political affiliation, color, age, national origin, disability, religion or any other legally protected characteristics.

Insider Trading

You may become aware of material, non-public information (“Insider Information”) about Repligen or other publicly traded companies in the course of business. The use of Insider Information for personal gain, including trading in the stock market, or sharing the information with others is prohibited. Not only are such actions unfair, they are illegal.

Material information is any type of information that could reasonably be expected to affect the market price of a company’s securities, including information about new product launches, research and/or product development breakthroughs, a company’s financial performance, or pending or proposed mergers or acquisitions.

Further, certain employees are subject to “blackout periods” during which time they are not permitted to engage in trades involving Repligen securities and may also be subject to preclearance requirements prior to trading in Repligen securities at any time.

If you have any questions about whether information is material and nonpublic, please contact Repligen’s General Counsel, Chief Compliance Officer or the Global Head of Investor Relations.

Please refer to Repligen’s Insider Trading Policy for further details.

Conflicts of Interest

A “conflict of interest” occurs when an individual’s private interest interferes in any way – or even appears to interfere – with the interests of Repligen. Since these situations are not always clear, any situations that could potentially give rise to a conflict of interest or an appearance of a conflict should be raised to the appropriate person so that it can be properly assessed. Employees should disclose such situations to their supervisor, to the Chief Compliance Officer, or both. All supervisors who receive such reports must forward them immediately to the Chief Compliance Officer. Directors

and officers should disclose such situations to the Chief Compliance Officer and to the Audit Committee of Repligen's Board of Directors.

The following is a non-exhaustive list of examples of situations involving potential conflicts of interest that should be disclosed:

- Employment by a competitor, regardless of the nature of the employment, while simultaneously being employed by Repligen;
- Giving Company business to another entity in which an employee, close family member, or close friend has a substantial ownership or management interest;
- Owning, or owning a substantial interest in, an entity that is a competitor or customer of, or a supplier to, Repligen;
- Acting independently as a consultant to a Company competitor, customer, or supplier;
- Using Company assets, intellectual property, or other resources for personal gain; and
- Accepting anything of more than nominal value (\$100), such as gifts, discounts, or compensation, from an individual or entity that does or seeks to do business with Repligen.

Corporate Opportunities

Each of us owe a duty to the Company to advance its interests when the opportunity to do so arises, and we are prohibited from: (i) taking for ourselves personally, corporate opportunities that are discovered through the use of Company property, information or position, without first offering such opportunities to the Company; (ii) using Company property, information, or position for personal gain; and (iii) competing with the Company.

Company directors and officers are committed to adherence to their fundamental duties of good faith, due care, and loyalty owed to all shareholders. The decisions of the directors and officers must be made with the Company's and its shareholders' best interests in mind.

CORPORATE CITIZENSHIP

We recognize the role business plays in the structure of society and are committed to our social responsibilities that extend beyond legal requirements.

Communities

Repligen strives to actively contribute to the communities in which we do business and we encourage our employees to do the same. However, no employee or business partner should ever be pressured to contribute or participate in charitable organizations.

Environment

We are committed to operating in an environmentally responsible manner and strive to minimize the environmental impact of our activities used to deliver products and services to our customers. We comply with all applicable environmental laws, rules and regulations and are encouraged to exceed those minimums whenever possible. We continue to seek ways to conserve natural resources and energy, reduce waste, air emissions, wastewater discharge and the use of hazardous substances, and minimize adverse impacts on the environment.

Each of us can help support efforts to operate in an environmentally responsible way by:

- Following environmental laws, rules and regulations in the communities in which we operate;
- Making choices that conserve natural resources and energy and reduce waste, air emissions, wastewater discharge and the use of hazardous substances; and
- Supporting the Company's efforts to utilize materials efficiently in product design and manufacturing.

Human Rights

We are committed to respecting the human rights and dignity of everyone, and we support, respect and commit to the principles set out in the international recognized social and ethical standards for the promotion and protection of human rights.

We comply with all applicable labor and employment laws, rules and regulations, including laws pertaining to fair employment practices, collective bargaining, freedom of association, privacy, immigration, working hours and compensation, as well as laws prohibiting child labor, forced, compulsory or involuntary labor, human trafficking, slavery, and employment discrimination. We do not tolerate the abuse of human rights in our operations or with any Repligen business partner.

Please refer to Repligen's Business Partner Code of Conduct for additional details.

Each of us can help support efforts to eliminate human rights abuse:

- **See something, say something.** Report any suspicion or evidence of human rights within our or any of our business partner's operations to your manager or to Repligen's Compliance Hotline.

Compliance Hotline Access by Phone:	
• US Based employees:	Dial 844-945-0213
• International employees:	First dial codes required for dialing to the United States, then dial 844-945-0213
Compliance Hotline Access by Internet:	
• All employees:	Follow directions at https://iwf.tnwgrc.com/repligen

Thank you!

Thank you for reviewing Repligen's Code of Business and Ethics.

Keep in mind that all of the resources mentioned throughout the Code are available to help and we hope they serve as useful tools should you be faced with difficult ethical and compliance business decisions, or simply as references. If you have any questions about a specific topic or suggestions for improving ethics and compliance initiatives, please do not hesitate to contact Repligen's General Counsel & Chief Compliance Officer.

Internal Resources referenced in the Code:

Tony Hunt	President and CEO
Jon Snodgres	Chief Financial Officer
Squire Servance	General Counsel, Corporate Secretary & Chief Compliance Officer
Ken Elmer	Head of Human Resources
Sondra Newman	Head of Investor Relations